

**AMERICAN ARBITRATION ASSOCIATION**

**Case No.: 01-14-0000-9179**

**In the Matter of Arbitration Between  
CITY OF PHILADELPHIA,**

**Employer**

**and**

**FRATERNAL ORDER OF POLICE,  
LODGE #5**

**Union.**

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**ARBITRATOR:**

Robert E. Light, mutually chosen by  
the parties pursuant to the rules and  
regulations of the American  
Arbitration Association

**HEARING:**

November 19, 2014 in Philadelphia, PA

**APPEARANCES:**

For the City  
Nicole Morris, Esquire  
Cpt. Gregory Malkowski

For the FOP  
Thomas W. Jennings, Esquire  
John W. McGrody, Union Representative  
Jeffrey Cujdik, Grievant

**ISSUE:**

Was there just cause for the termination of  
Police Officer Jeffrey Cujdik?

As the parties requested, I, after hearing Opening Arguments, made the following recommendations with which the parties have agreed:

1. Jeffrey Cujdik, Payroll Number [REDACTED], shall be reinstated to his position of employment with the City of Philadelphia Police Department with full seniority less the suspension provided below.
2. Cujdik's personnel file shall reflect a thirty (30) day suspension for "unspecified" Conduct Unbecoming Police Officer. All other disciplinary charges that were the subject of the arbitration shall be removed from his personnel file.
3. Said reinstatement to employment shall be without back pay. However, Cujdik shall be placed on the payroll of the City effective with the issuance of this Recommendation.
4. Cujdik shall be permitted to re-purchase his pension credit at his own expense pursuant to the Rules and Regulations of the Pension Board.
5. Cujdik shall be reinstated to the 9<sup>th</sup> Police District.
6. In consideration for the City's execution of, and compliance with, the terms of this document, the FOP shall withdraw its Demand for Arbitration in AAA Case No. 01-14-0000-9179 with prejudice.

AFFIRMATION

I, Robert E. Light, do hereby affirm upon my oath as Arbitrator that I am the individual described in and who executed this instrument, which is my Recommendation.

Dated: November 19, 2014

A handwritten signature in dark ink, appearing to read "Robert E. Light", written over a horizontal line.

Robert E. Light, Arbitrator